

# **RECRUITMENT RULES**

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## GOVERNMENT OF PUDUCHERRY

## HOME DEPARTMENT

(G.O. Ms. No. 28, dated 7th April 2015)

## NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Notification No. F5/4/65-GP, dated the 11th January 1965 of the Ministry of Home Affairs, Government of India, New Delhi and in supersession of the Home Department's notifications issued in No. 52-25/65-Home, dated 16th March 1967 published as Supplement to Gazette No. 32, dated 8th August 1967, G.O. Ms. No. 19, dated 26th March 1973 published as Supplement to Gazette No. 20, dated 15th May 1973, G.O. Ms. No. 87, dated 30th August 1974 published as Supplement to Gazette No. 41, dated 8th October 1974, G.O. Ms. No. 80, dated 11th August 1975 published as Supplement to Gazette No. 37, dated 16th September 1975, G.O. Ms. No. 81, dated 11th August 1975 published as Supplement to Gazette No. 37, dated 16th September 1975, G.O. Ms. No. 77, dated 5th October 1977 published as Supplement to Gazette No. 50, dated 13th December 1977, G.O. Ms. No. 58, dated 1st October 1981 published as Supplement to Gazette No. 41, dated 13th October 1981 and G.O. Ms. No. 53, dated 28th May 1982 published as Supplement to Gazette No. 23, dated the 8th June 1982, the Lieutenant-Governor, Puducherry hereby makes the following rules regulating the method of recruitment to the Group 'C' posts in the Police Department, Government of Puducherry, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Government of Puducherry, Police Department, Group 'C' posts Recruitment Rules, 2015.

(2) They shall come into force on and from the date of their publication in the official gazette.

2. *Application.*— These rules shall apply for recruitment to the posts in the Police Department, Puducherry as specified in column (1) of the Schedules hereto annexed.

3. *Number of posts, their classification and Pay Band and Grade Pay/Pay Scale.*— The number of the said posts, their classification and the Pay Band and Grade Pay/Pay Scale attached thereto, shall be as specified in columns (2) to (4) of the said Schedules.

4. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said posts, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) the said Schedules.

5. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said posts:

Provided that the Lieutenant-Governor may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

6. *Power to relax.*— Where the Lieutenant-Governor is of the opinion that it is necessary or expedient so to do, he may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. *Saving.*— Nothing in these rules shall affect—

(a) the reservations, relaxation of age-limit and other concessions required to be provided for the scheduled castes, the scheduled tribes and other special category of persons in accordance with the orders issued by the Government from time to time in this regard; and

(b) the promotions and appointments already made in accordance with the rules hereby superseded.

## SCHEDULE-I

**RECRUITMENT RULES FOR THE POST OF FINGER PRINT EXPERT/ASSISTANT SUB-INSPECTOR**

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|---|---|---|
| 1. Name of the post   | : | Finger Print Expert/Assistant Sub-Inspector   |
| 2. Number of posts  | : | 3 (Three) (2015) Subject to variation dependent on work-load.   |
| 3. Classification   | : | General Central Services – Group 'C' – Non-Gazetted– Non-Ministerial.   |
| 4. Pay Band and Grade Pay/Pay Scale   | : | Pay Band-1 ₹ 5,200-20,200 + Grade Pay ₹ 2,800   |
| 5. Whether selection post or non-selection post   | : | Non-selection   |
| 6. Age-limit for direct recruits  | : | Not applicable  |
| 7. Educational and other qualifications required for direct recruits.   | : | Not applicable  |
| 8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.   | : | Not applicable  |
| 9. Period of probation, if any  | : | Not applicable  |
| 10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. | : | (i) 66 2/3 % by promotion failing which by deputation<br>(ii) 33 1/3 % by deputation  |
| 11. In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made.                                       | : | <b>Promotion :</b> Finger Print Searcher in Pay Band-1 ₹ 5,200-20,200 with Grade Pay ₹ 2,000 with 10 years service in the grade rendered after appointment thereto on a regular basis and passed the All India Board of Examination of Finger Print Expert conducted by the CFPB/NCRB, New Delhi. |

*Note :* (1) Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

*Note :* (2) For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1-1-2006/the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding Grade Pay/Pay Scale extended based on the recommendations of the Pay Commission.

**Deputation (ISTC) :** Officers under Central/State Governments/Union Territories/Statutory/Autonomous Organisations/Public Sector undertakings–

- (a) (i) Holding analogous posts on regular basis in the parent cadre/department; or
  - (ii) with 10 years service in the grade rendered after appointment thereto on a regular basis in posts in Pay Band-1 ₹ 5,200-20,200 with Grade Pay ₹ 2,000; and
- (b) Passed the All India Board Examination for Finger Print Expert conducted by CFPB/NCRB, New Delhi.

*Note :* (1) The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.

[Period of deputation (ISTC) including the period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organisations or departments of the Central/State/ Union territory Governments shall ordinarily not exceed 3 years. The maximum age-limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.]

*Note :* (2) For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1-1-2006/the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding Grade Pay/Pay Scale extended based on the recommendations of the Pay Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common Grade Pay/Pay Scale, and where this benefits will extend only for the post or posts for which that Grade Pay/ Pay Scale is the normal replacement grade without any upgradation.

12. If a Departmental Promotion Committee exists, what is its composition? : *Police Establishment Board constituted by Government of Puducherry consisting of—*
- (1) Director/Inspector-General of Police . . . Chairman
  - (2) Deputy Inspector-General of Police . . . Member
  - (3) Senior Superintendent of Police (C&I) . . . Member
  - (4) Senior Superintendent of Police (L&O) . . . Member
  - (5) Senior Superintendent of Police (HQ.) . . . Member
  - (6) Superintendent of Police (HQ.) . . . Member
13. Circumstances in which the Union Public Service Commission is to be consulted in making recruitment. : Not applicable

## SCHEDULE-II

### RECRUITMENT RULES FOR THE POST OF FINGER PRINT SEARCHER

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|---|--|
| 1. Name of the post   | : Finger Print Searcher  |
| 2. Number of posts  | : 2 (Two) (2015) Subject to variation dependent on work-load.  |
| 3. Classification   | : General Central Services – Group 'C' – Non-Gazetted–Non-Ministerial.   |
| 4. Pay Band and Grade Pay/Pay Scale   | : Pay Band–1 ₹ 5,200-20,200 + Grade Pay ₹ 2,000  |
| 5. Whether selection post or non-selection post   | : Not applicable   |
| 6. Age-limit for direct recruits  | : Between 18 and 25 years (Relaxation of age as per rules in force).   |
|   | <i>Note :</i> (1) The crucial date for determining the age-limit shall be the closing date for receipt of applications.<br><i>Note :</i> (2) In the case of recruitment made through Employment Exchange, the crucial date for determining the age-limit shall, in each case, be the last date up to which the Employment Exchanges are asked to submit the names. |
| 7. Educational and other qualifications required for direct recruits.   | (i) Should have passed H.S.C. or its equivalent;<br>(ii) Should possess the following Physical standard –<br><b>For men :</b> Height not less than 165 cms. Chest not less than 81 cms. with expansion of 5 cms. in full inhalation.<br><b>For women :</b> Height not less than 154 cms. Weight 45 kgs.  |
| 8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. | : Not applicable   |

9. Period of probation, if any : Two years for direct recruits
10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. : By absorption failing which by direct recruitment
11. In case of recruitment by promotion /deputation/ absorption, grades from which promotion/deputation/absorption is to be made. : Absorption of Police Constable possessing the educational qualification prescribed for direct recruits and completed probation in the post.
12. If a Departmental Promotion Committee exists, what is its composition? : *Police Establishment Board constituted by Government of Puducherry consisting of—*  
     (1) Director/Inspector-General of Police . . Chairman  
     (2) Deputy Inspector-General of Police . . Member  
     (3) Senior Superintendent of Police (C&I) . . Member  
     (4) Senior Superintendent of Police (L&O) . . Member  
     (5) Senior Superintendent of Police (HQ.) . . Member  
     (6) Superintendent of Police (HQ.) . . Member
13. Circumstances in which the Union Public Service Commission is to be consulted in making recruitment. : Not applicable

### SCHEDULE–III

#### RECRUITMENT RULES FOR THE POST OF BAND HEAD CONSTABLE

1. Name of the post : Band Head Constable
2. Number of posts : 4 (Four) (2015) Subject to variation dependent on work-load.
3. Classification : General Central Services – Group 'C' – Non-Gazetted–Non-Ministerial.
4. Pay Band and Grade Pay/Pay Scale : Pay Band–1 ₹ 5,200-20,200 + Grade Pay ₹ 2,400
5. Whether selection post or non-selection post : Non-selection
6. Age-limit for direct recruits : Not applicable
7. Educational and other qualifications required for direct recruits. : Not applicable
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable

9. Period of probation, if any : Not applicable
10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. : By promotion
11. In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made. : Band Constable/Bugler Police Constable in Pay Band-1 : ₹ 5,200-20,200 with Grade Pay ₹ 2,000 with 5 years service in the respective grade rendered after appointment thereto on a regular basis and having knowledge in operation of musical instruments.

*Note :* (1) The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade/post.

*Note :* (2) Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than half of such qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

*Note :* (3) For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1-1-2006/the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding Grade Pay/Pay Scale extended based on the recommendations of the Pay Commission.

12. If a Departmental Promotion Committee exists, what is its composition? : *Police Establishment Board constituted by Government of Puducherry consisting of—*
- (1) Director/Inspector-General of Police . . . Chairman
  - (2) Deputy Inspector-General of Police . . . Member
  - (3) Senior Superintendent of Police (C&I) . . . Member
  - (4) Senior Superintendent of Police (L&O) . . . Member
  - (5) Senior Superintendent of Police (HQ.) . . . Member
  - (6) Superintendent of Police (HQ.) . . . Member
13. Circumstances in which the Union Public Service Commission is to be consulted in making recruitment. : Not applicable
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## SCHEDULE-IV

## RECRUITMENT RULES FOR THE POST OF BAND CONSTABLE

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|---|---|------------------|-----------------|----------------------|---------------|-------------------|---------------|
| 1. Name of the post   | : Band Constable  |                  |                 |                      |               |                   |               |
| 2. Number of posts  | : 15 (Fifteen) (2015) Subject to variation dependent on work-load.  |                  |                 |                      |               |                   |               |
| 3. Classification   | : General Central Services – Group 'C' – Non-Gazetted–Non-Ministerial.  |                  |                 |                      |               |                   |               |
| 4. Pay Band and Grade Pay/Pay Scale   | : Pay Band–1 ₹ 5,200-20,200 + Grade Pay ₹ 2,000   |                  |                 |                      |               |                   |               |
| 5. Whether selection post or non-selection post   | : Not applicable  |                  |                 |                      |               |                   |               |
| 6. Age-limit for direct recruits  | : Between 18 and 25 years (Relaxation of age as per rules in force).<br><i>Note : (1) The crucial date for determining the age-limit shall be the closing date for receipt of applications.</i><br><i>Note : (2) In the case of recruitment made through Employment Exchange, the crucial date for determining the age-limit shall, in each case, be the last date up to which the Employment Exchanges are asked to submit the names.</i>  |                  |                 |                      |               |                   |               |
| 7. Educational and other qualifications required for direct recruits.   | (i) Should have passed H.S.C. (+2) or its equivalent.<br>(ii) Physical standard :<br><b>For men :</b> Height not less than 165 cms. Chest not less than 81 cms. with expansion of 5 cms. in full inhalation.<br><b>For women :</b> Height not less than 154 cms. Weight 45 kgs.<br><b>For both men and women :</b> Must be certified to possess visual standard specified below without glass.<br><table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><b>Right eye</b></td> <td style="text-align: center;"><b>Left eye</b></td> </tr> <tr> <td>Distant vision – 6/6</td> <td>6/6 (Snellen)</td> </tr> <tr> <td>Near vision – 0.5</td> <td>0.5 (Snellen)</td> </tr> </table> Each eye must have full field of vision. Colour blindness, squint or any morbid condition of eyes or lids of either eye shall be deemed to be a disqualification. | <b>Right eye</b> | <b>Left eye</b> | Distant vision – 6/6 | 6/6 (Snellen) | Near vision – 0.5 | 0.5 (Snellen) |
| <b>Right eye</b>  | <b>Left eye</b>   |                  |                 |                      |               |                   |               |
| Distant vision – 6/6  | 6/6 (Snellen)   |                  |                 |                      |               |                   |               |
| Near vision – 0.5   | 0.5 (Snellen)   |                  |                 |                      |               |                   |               |
| 8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.   | : Not applicable  |                  |                 |                      |               |                   |               |
| 9. Period of probation, if any  | : Two years for direct recruits   |                  |                 |                      |               |                   |               |
| 10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. | : By absorption failing which by direct recruitment   |                  |                 |                      |               |                   |               |



11. In case of recruitment by promotion/deputation/ : Absorption from Bugler/Police Constable possessing the  
absorption, grades from which promotion/ educational qualification prescribed for direct recruits and  
deputation/absorption is to be made. completed probation in the respective post.
12. If a Departmental Promotion Committee exists, what : *Police Establishment Board constituted by Government of*  
is its composition? *Puducherry consisting of—*
- (1) Director/Inspector-General of Police . . Chairman
  - (2) Deputy Inspector-General of Police . . Member
  - (3) Senior Superintendent of Police (C&I) . . Member
  - (4) Senior Superintendent of Police (L&O) . . Member
  - (5) Senior Superintendent of Police (HQ.) . . Member
  - (6) Superintendent of Police (HQ.) . . Member
13. Circumstances in which the Union Public : Not applicable  
Service Commission to be consulted in making  
recruitment.

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(By order of the Lieutenant-Governor)

**B. PRABAGARAN,**  
Under Secretary to Government.